

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS, LOCAL LODGE 146

MAINTENANCE AGREEMENT
WAGE AND BENEFIT SCHEDULE

(REVISED FOR HEALTH PLAN AND TRANSPORTATION RATE INCREASE - EFFECTIVE MAY 2022)

FORT MCMURRAY - MAINTENANCE												Employer Contributions (Outside the Total Wage Package)							
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)		(A)		(A)		Total Wage Package	(B)		(A)		(B)		Total Cost	Workforce Development Trust (5)
					Health Plan	Pension	Union Promotion	Educational Training (3)	Apprenticeship	National Training (3)		BCABEAP	National Training (3)	RSAP	Administration (4)	Workforce Development Trust (5)			
General Foreperson (1)	May 1, 2021	52.22	3.13	2.09	3.55	6.00	0.15	0.60	0.15	0.27	68.16	0.04	0.04	0.12	0.25	-	68.61	0.01	
	May 1, 2022	52.13	3.12	2.09	3.65	6.00	0.15	0.60	0.15	0.27	68.16	0.04	0.04	0.12	0.25	-	68.61	0.01	
Foreperson (1)	May 1, 2021	50.22	3.01	2.01	3.55	6.00	0.15	0.60	0.15	0.27	65.96	0.04	0.04	0.12	0.25	-	66.41	0.01	
	May 1, 2022	50.13	3.00	2.01	3.65	6.00	0.15	0.60	0.15	0.27	65.96	0.04	0.04	0.12	0.25	-	66.41	0.01	
Assistant Foreperson	May 1, 2021	47.87	2.87	1.92	3.55	6.00	0.15	0.60	0.15	0.27	63.38	0.04	0.04	0.12	0.25	-	63.83	0.01	
	May 1, 2022	47.78	2.86	1.92	3.65	6.00	0.15	0.60	0.15	0.27	63.38	0.04	0.04	0.12	0.25	-	63.83	0.01	
Journeyman	May 1, 2021	44.72	2.68	1.79	3.55	6.00	0.15	0.60	0.15	0.27	59.91	0.04	0.04	0.12	0.25	-	60.36	0.01	
	May 1, 2022	44.63	2.67	1.79	3.65	6.00	0.15	0.60	0.15	0.27	59.91	0.04	0.04	0.12	0.25	-	60.36	0.01	
3rd Year Apprentice	May 1, 2021	40.23	2.42	1.61	3.55	6.00	0.15	0.60	0.15	0.27	54.98	0.04	0.04	0.12	0.25	-	55.43	0.01	
	May 1, 2022	40.14	2.41	1.61	3.65	6.00	0.15	0.60	0.15	0.27	54.98	0.04	0.04	0.12	0.25	-	55.43	0.01	
2nd Year Apprentice	May 1, 2021	33.52	2.01	1.34	3.55	6.00	0.15	0.60	0.15	0.27	47.59	0.04	0.04	0.12	0.25	-	48.04	0.01	
	May 1, 2022	33.43	2.00	1.34	3.65	6.00	0.15	0.60	0.15	0.27	47.59	0.04	0.04	0.12	0.25	-	48.04	0.01	
1st Year Apprentice	May 1, 2021	26.80	1.61	1.07	3.55	6.00	0.15	0.60	0.15	0.27	40.20	0.04	0.04	0.12	0.25	-	40.65	0.01	
	May 1, 2022	26.71	1.60	1.07	3.65	6.00	0.15	0.60	0.15	0.27	40.20	0.04	0.04	0.12	0.25	-	40.65	0.01	
Helper	May 1, 2021	33.52	2.01	1.34	3.55	6.00	0.15	0.60	0.15	0.27	47.59	0.04	0.04	0.12	0.25	-	48.04	0.01	
	May 1, 2022	33.43	2.00	1.34	3.65	6.00	0.15	0.60	0.15	0.27	47.59	0.04	0.04	0.12	0.25	-	48.04	0.01	

OUTSIDE FORT MCMURRAY - MAINTENANCE												Employer Contributions (Outside the Total Wage Package)							
Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)		(A)		(A)		Total Wage Package	(B)		(A)		(B)		Total Cost	Workforce Development Trust (5)
					Health Plan	Pension	Union Promotion	Educational Training (2)	Apprenticeship	National Training (3)		BCABEAP	National Training (3)	RSAP	Administration (4)	Workforce Development Trust (5)			
General Foreperson (1)	May 1, 2021	51.47	3.09	2.05	3.55	6.00	0.15	0.60	0.15	0.27	67.33	0.04	0.04	0.12	0.25	-	67.78	0.01	
	May 1, 2022	51.38	3.08	2.05	3.65	6.00	0.15	0.60	0.15	0.27	67.33	0.04	0.04	0.12	0.25	-	67.78	0.01	
Foreperson (1)	May 1, 2021	49.47	2.97	1.97	3.55	6.00	0.15	0.60	0.15	0.27	65.13	0.04	0.04	0.12	0.25	-	65.58	0.01	
	May 1, 2022	49.38	2.96	1.97	3.65	6.00	0.15	0.60	0.15	0.27	65.13	0.04	0.04	0.12	0.25	-	65.58	0.01	
Assistant Foreperson	May 1, 2021	47.12	2.83	1.88	3.55	6.00	0.15	0.60	0.15	0.27	62.55	0.04	0.04	0.12	0.25	-	63.00	0.01	
	May 1, 2022	47.03	2.82	1.88	3.65	6.00	0.15	0.60	0.15	0.27	62.55	0.04	0.04	0.12	0.25	-	63.00	0.01	
Journeyman	May 1, 2021	43.97	2.64	1.75	3.55	6.00	0.15	0.60	0.15	0.27	59.08	0.04	0.04	0.12	0.25	-	59.53	0.01	
	May 1, 2022	43.88	2.63	1.75	3.65	6.00	0.15	0.60	0.15	0.27	59.08	0.04	0.04	0.12	0.25	-	59.53	0.01	
3rd Year Apprentice	May 1, 2021	39.56	2.38	1.58	3.55	6.00	0.15	0.60	0.15	0.27	54.24	0.04	0.04	0.12	0.25	-	54.69	0.01	
	May 1, 2022	39.47	2.37	1.58	3.65	6.00	0.15	0.60	0.15	0.27	54.24	0.04	0.04	0.12	0.25	-	54.69	0.01	
2nd Year Apprentice	May 1, 2021	32.95	1.98	1.32	3.55	6.00	0.15	0.60	0.15	0.27	46.97	0.04	0.04	0.12	0.25	-	47.42	0.01	
	May 1, 2022	32.86	1.97	1.32	3.65	6.00	0.15	0.60	0.15	0.27	46.97	0.04	0.04	0.12	0.25	-	47.42	0.01	
1st Year Apprentice	May 1, 2021	26.34	1.59	1.06	3.55	6.00	0.15	0.60	0.15	0.27	39.71	0.04	0.04	0.12	0.25	-	40.16	0.01	
	May 1, 2022	26.25	1.58	1.06	3.65	6.00	0.15	0.60	0.15	0.27	39.71	0.04	0.04	0.12	0.25	-	40.16	0.01	
Helper	May 1, 2021	32.95	1.98	1.32	3.55	6.00	0.15	0.60	0.15	0.27	46.97	0.04	0.04	0.12	0.25	-	47.42	0.01	
	May 1, 2022	32.86	1.97	1.32	3.65	6.00	0.15	0.60	0.15	0.27	46.97	0.04	0.04	0.12	0.25	-	47.42	0.01	

Refer to Footnotes on page 2

(A) = Based on Hours Earned
(B) = Based on Hours Worked

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**MAINTENANCE AGREEMENT
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR HEALTH PLAN AND TRANSPORTATION RATE INCREASE - EFFECTIVE MAY 2022)

Effective Date	Sept. 6, 2020	First Pay Period following May 1, 2022
Hours of Work	(See Article 11.01)	(See Article 11.01)
Shift Operations		
Two Shift Opertn.		
2nd Shift	\$ 3.50	\$ 3.50
3rd Shift	\$ 3.50	\$ 3.50
Overtime	(See Article 13.00)	(See Article 13.00)
Transportation Rate	\$ 0.52	\$ 0.58
Subsistence	(See Article 16.01) As per approved provincial rates	(See Article 16.01) As per approved provincial rates

Summary of Contributions contained in National Training (NTTF)	
National Training (NTTF)	\$0.10*
<i>(* \$0.04 of the above \$0.10 National Training (NTTF) total is outside the Total Wage Package as to not skew the relativity with other Alberta trades.)</i>	
IBB/Union Funds	
National Organizing	\$0.04
Health & Safety	\$0.10
Union Promotion	\$0.03
National Marketing	\$0.04

FOOTNOTES:

- (1) Effective September 6, 2020, the employers will cease to remit the former NMA admin fund and redistribute that amount as five cents (0.05) to the Education Training Trust Fund and five cents (0.05) to the Apprenticeship Training Trust Fund.
- (2) Effective May 6, 2012, General Foreperson & Foreperson who hold the Industrial Construction Crew Supervisor (ICCS) designation will be paid an additional premium of \$1.00 (\$1.50 effective May 2017).
- (3) The Area Labour Agreement was enabled effective January 1, 2017 to include a \$0.05 per hour contribution to the Educational Training for the Job Ready Dispatch Program.
- (4) See above for breakdown of National Training.
- (5) The Employer will contribute \$0.05 per hour paid to the BCA to provide for a Resource Manager/Workforce Planning. Effective May 6, 2012, this \$0.05 from the Employer will be suspended until further notice.
- (6) Effective May 3, 2015, the Employer will contribute \$0.02 per hour worked to the Workforce Development Trust (WDT) Initiatives until such time as the wage adjustment formula results in a wage increase or as agreed to by the Alberta Employer's Coordinating Committee. Thereafter, \$0.01 per hour worked will be remitted on behalf of the Employer and \$0.01 per hour worked will be remitted on behalf of the employee. Effective May 3, 2015, the BCA of Alberta has contributed \$0.02/hour worked to the WDT on behalf of the Employers. Effective November 4, 2018, as a result of the wage increase, \$0.01 has been deducted from the increase and will be remitted on behalf of the Employee for the Workforce Development Trust (per hour worked). The remaining \$0.01/hour worked contribution will continue to be made by the BCA of Alberta to the WDT until further notice.

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